

VARIANCE APPLICATION (EMPLOYMENT STANDARDS)

◇ For Employees 18 and older ◇

Please complete this form in full

WAC 296-126-130 provides that an employer may be granted a variance from any employment standard for good cause shown by the Industrial Welfare Committee of the State of Washington.

In consideration of granting the requested variance, the Industrial Welfare committee will carefully review the following information. Opportunity for oral presentation may be extended to the applicant and any involved employees, or their representatives, whenever circumstances warrant such procedure. A temporary variance of not more than 30 calendar days pending further review by the Committee may be granted upon good cause shown. Good cause shall mean, but not be limited to, circumstances in which the employer finds that his circumstance warrants an alternative procedure which does not have a harmful effect on the health, safety or welfare of the employees involved.

Firm name

Telephone number

Address

City

State ZIP + 4

Section of Employment Standards for which variance is requested

WAC 296-126-

Reason for requested variance:

Is temporary variance necessary? If yes, for what emergent reasons?

Yes ☐ No ☐

Alternative proposal:

Facts which cause the applicant to believe the proposed alternative as presented will not have harmful effects on the health, safety or welfare of the employees involved:

Number of employees involved: (names and addresses may be requested)

Name of labor organization having jurisdiction:

Telephone number

Address

City

State ZIP + 4

Have you notified all affected employees?

Yes ☐

No ☐

Or their union representatives?

Yes ☐

No ☐

Additional information and comments:

Official title

Signature of employer

A variance may be revoked at any time by the Industrial Welfare Committee should circumstances warrant, providing the employer is notified by the Committee of the termination at least 30 days prior to the effective date.